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81-4087

27 April 1981
EEO-81-045

MEMORANDUM FOR: Deputy Director of Central Intelligence

FROM: Director, Equal Employment Opportunity

SUBJECT: Equal Opportunity and Affirmative Action
Policy and Goals of the Central Intelligence
Agency

1. First of all, permit me to commend the success of your initial talk with the Agency and to express my appreciation for the boost you have given on subsequent occasions to the causes of equity and the full and effective utilization of the skills, talents, and potential available to us.

2. I consider it of importance that we discuss the philosophy, policy, and status of the equitable use of human resources in CIA at your earliest opportunity. I recognize that I am scheduled for reassignment. However, I will let that fact have no bearing on my determination to do everything possible to secure such forward motion and effectiveness as we have gained and to prevent regression. To this end, I commend to your attention the attached summaries of selected elements of the Agency's Affirmative Action and Equal Opportunity efforts. Of particular import is the attached list of proposed changes to improve capability, efficiency and effectiveness of the Office of EEO and of the EEO and Affirmative Action structure of Central Intelligence. Discussion of these proposals should, in my opinion, follow a careful determination and prioritization of the human resource management, affirmative action and equal opportunity goals and policies set by you and the DCI.

3. You have, or will soon receive from the Office of the Inspector General, a report of the findings of the first inspection of the Office of EEO, CIA. That report will be accompanied by my comments on the draft report which was provided for my review by the IG. Both the IG

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report and my draft comments contain proposals for the future of both the Office of EEO and for the EEO "system" of CIA. I look forward to the opportunity to discuss these reports with you to perhaps consider them as the basis for additional goal-oriented revisions.



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Omega J. C. Ware, Jr.

Attachment:
As stated